



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON MANNHEIM
UNIT 29901
APO AE 09086-9901

IMEU-MAN-EO

5 July 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Garrison Mannheim Command Policy # 57, Consideration of Others Program

- 1. Reference.** AR 600-20, Army Command Policy, Equal Opportunity Program.
- 2. Purpose.** To outline my philosophy and support for the Consideration of Others (CO2) Program.
- 3. Overview.** This policy memorandum provides guidance for Soldiers, Civilians, and family members to insure that everyone is treated with dignity and respect.
 - a. Army leadership recognized the need for institutionalizing the importance of treating people with dignity and respect by including a fifth attribute in the professional Soldiers qualities. In FM -1, The Army (June 2001), compassion was added to the long-standing qualities of commitment, candor, competence, and courage. Compassion is the basic respect for the dignity of each individual; treating all with dignity and respect. It is "treating others as you want them to treat you."
 - b. The definition of Consideration of Others is "Those actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's behavior on them; being supportive of and fair with others (subordinates, peers, and superiors)". Consideration of Others encompasses freedom from harassment, discrimination, prejudice, insensitivity, offensive behavior, verbal abuse, rudeness, and basic thoughtlessness.
 - c. Consideration of Others-is more than just a policy. It has to be indivisible to how we conduct ourselves. It applies to all categories of people and offensive behavior. It is essential to the fundamental characteristics we expect of all individuals in the Army, and is based on common courtesy, decency, and sensitivity to the feelings and needs of others. The United States Army Garrison (USAG) Mannheim Consideration of Others program includes three distinct aspects: education, enforcement and ownership.
 - d. In order for us to achieve our Consideration of Others program objective, we each must take responsibility for creating an organizational environment where leaders, Soldiers, and Civilians learn and practice dignity, respect, and compassion for others.

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e. Consideration of Others training will be conducted twice a year/bi-quarterly. Annual assessments will evaluate the policies, doctrine and initiatives pertaining to the program.

5. The proponent for this policy memorandum is the USAG Mannheim Equal Opportunity Office, DSN 385-3055/CIV 0621-730-3055.


JEFFREY FLETCHER
LTC, AG
Commanding

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